DOCUMENT RESUME

ED 464 747 PS 030 370

AUTHOR Laverty, Kassin; Siepak, Kathy; Burton, Alice; Whitebook, Marcy; Bellm, Dan

TITLE Current Data on Child Care Salaries and Benefits in the United States.

INSTITUTION Center for the Child Care Workforce, Washington, DC.

SPONS AGENCY Foundation for Child Development, New York, NY.; David and Lucile Packard Foundation, Los Altos, CA.; Teaching Strategies, Inc., Washington, DC.

PUB DATE 2002-03-00

NOTE 33p.; For the 2001 edition, see ED 452 985.

AVAILABLE FROM Center for the Child Care Workforce, 733 15th Street, NW, Suite 1037, Washington, DC 20005-2112. Tel: 202-737-7700; Fax: 202-737-0370; e-mail: ccw@ccw.org. For full text: http://www.ccw.org/pubs/2002Compendium.pdf.

PUB TYPE Numerical/Quantitative Data (110) -- Reports - Descriptive (141)

EDRS PRICE EDRS Price MF01 Plus Postage. PC Not Available from EDRS.

DESCRIPTORS *Child Care Occupations; *Child Caregivers; *Compensation (Remuneration); Day Care; Early Childhood Education; Fringe Benefits; Health Insurance; Labor Turnover; *Preschool Teachers; Program Descriptions; Salary Wage Differentials; Tables (Data); *Teacher Salaries; Wages

IDENTIFIERS United States

ABSTRACT

This report presents the most recent salary and benefits data available for the U.S. child care workforce. Mean and median level child care salaries are compared to the median salaries of other occupations. In addition, data for average wages of preschool teachers and child care workers are presented for each state, with information on wages available by region or county within some states. The report's appendix summarizes current compensation and turnover data from selected states collected in 1999 or later, including in some instances information on health care coverage. (HTH)

Reproductions supplied by EDRS are the best that can be made from the original document.

ED 464 747

# Current Data on Child Care Salaries and Benefits in the United States

March 2002

Center for the Child Care Workforce

## In This Report

Introduction 2

Child Care Salaries Compared to Other Occupations 4

State-by-State Wage Comparisons 6

Interpreting Appendix Data 8

Appendix, Other 1999-2002 Data 9

Acknowledgments 32

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)
X This document has been reproduced as received from the person or organization originating it.
☐ Minor changes have been made to improve reproduction quality.
• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

Marc Young



PS 030370

## The Center for the Child Care Workforce (CCW)

The Center for the Child Care Workforce was founded in 1978 as the Child Care Employee Project, and was known as the National Center for the Early Childhood Work Force (NCECW) from 1994 to 1997. CCW is a nonprofit research, education, and advocacy organization committed to improving child care quality by improving child care jobs—upgrading the compensation, working conditions and training of child care teachers and family child care providers.

BEST COPY AVAILABLE

# Introduction

The BLS collects child care workforce data through numerous surveys. In addition to the Occupational Employment Statistics (OES) Survey, and uses such occupational titles for child care center employees as aides, child care assistants, day care assistants, teacher assistants, child care attendants, day care attendants, and early childhood teacher assistants. The OES definitions and data are used in this report instead of other surveys because these other titles are not mutually exclusive and are not used consistently across states.

A resource list of studies conducted prior to 1999 is available. Contact the Center for the Child Care Workforce for more information.

As a result of a multi-year advocacy effort, family child care providers who serve publicly subsidized children in Rhode Island have become classified as state employees and thus have access to the state employee health insurance plan. In January 1999 the plan was extended to some center employees.

This report presents the most recent salary and benefits data available for the U.S. child care workforce. Although such data are not collected comprehensively or consistently across the country, certain types of occupational information are collected by the federal Bureau of Labor Statistics (BLS), and a number of independent child care salary and benefits studies have been conducted in recent years at the state, regional and local levels.

Center-based child care staff are described by the BLS 's Occupational Employment Statistics Survey either as preschool teachers or as child care workers.[1] A "preschool teacher" is defined in this survey as a person who instructs children (normally up to five years of age) in a preschool program, day care center or other child development facility, in activities designed to promote social, physical and intellectual growth in preparation for elementary school. A "child care worker," on the other hand, is defined as a person who attends to children in schools, businesses, private households, and child care institutions, performing such duties as dressing, feeding, bathing and overseeing play. Unfortunately, these categories create a misleading division of the child care workforce, when in fact most teaching staff, regardless of title, take part both in promoting intellectual growth and in the caretaking duties described above.

The BLS also aggregates child care data across program types and regions, making it impossible to study variations among such sectors of the child care field as for-profit and nonprofit centers, infant and school-age programs, or licensed and unlicensed family child care. This compendium, therefore, represents the best information available at the present time, but also points to the need for more consistent, reliable and comprehensive data collection about the child care workforce.

A wealth of additional data have also been collected by the Center for the Child Care Workforce (CCW) and other organizations in a variety of states and communities, and these studies are referenced in the Appendix to this report. A number of these studies do compile data on the variations noted above among workers and sectors in the field. The Appendix presents compensation and turnover data collected in various states during or after 1999.[2] Less information is available, unfortunately, about family child care providers than about child care center employees. Only eight states have documented family child care provider earnings since 1999.

The Appendix describes the average wages of "teachers" and "assistant teachers" (called assistants here), as documented in recent studies. Teachers are defined as those who have primary responsibility for a classroom or group of children, and who are often responsible for supervising other staff. Assistants are defined as those who work under a teacher's supervision. These job descriptions more accurately represent the occupational titles of child care teaching staff than do the somewhat artificial categories of "preschool teacher" and "child care worker."

We also include data on child care center directors' salaries when available. Directors are defined as center staff whose primary responsibilities are administrative and who supervise classroom teaching staff and other center employees.

The Appendix also contains data about the health benefits which child care centers offer to teaching staff, in either fully-paid or partially-

*(continued on page 3)*



BEST COPY AVAILABLE

*(continued from page 2)*

paid insurance plans. Because many child care employees report that they find co-payments and additional premiums unaffordable, partially-paid health insurance plans may be of little benefit to this workforce. Except in Rhode Island,[3] most family child care providers nationwide either purchase their own health insurance plans, depend on coverage from a spouse or domestic partner, or have no health benefits whatsoever. The data provided here describe the percentage of family child care providers who receive health coverage from any source.

Where available, annual turnover rates of child care teaching staff, as estimated by center directors, are also presented in the Appendix. Turnover rates are calculated by dividing the number of staff by position who left the center in a single year by the total number of staff employed in the center in that position.

It is also important to emphasize that these data about current average wages and benefits of child care teachers and providers should not be construed as recommendations of what the child care workforce ought to be paid. In fact, with annual job turnover rates hovering between thirty and forty percent throughout the country, current market wages in the child care field have clearly been insufficient to secure a skilled and stable workforce or to guarantee high-quality services for children and families. This 98% female workforce—many of whom are parents of young children themselves, better-educated than the general population, and/or women of color—suffers a higher concentration of poverty-level jobs than almost any other occupation in the United States.[4] Child care programs are much more successful at retaining skilled staff when they model their wage scales after the salaries of workers in other fields who have comparable levels of education and training.[5]

The data on "average wages" of child care staff should also be interpreted with caution in the studies listed in the Appendix. When data are grouped under "average lowest hourly wage" and "average highest hourly wage," it is important to note that the majority of teachers and providers are concentrated at the lower end of the scale, with only a small number earning the highest level incomes—a disparity which tends to produce inflated estimates of overall average wages. For more information about the distribution of salaries within a particular workforce, please refer to the original reports as cited. For further discussion on the use of "average wages," please see "A Comparison of Mean and Median Hourly Wages of Child Care Teaching Staff" on page 5.

In recognition of the growing role of state-funded pre-Kindergarten employment for child care workers, CCW conducted a state-by-state survey of these programs. CCW's survey of state-funded pre-K programs has found that—despite a frequent assumption that pre-K teachers have gained parity with public school salaries—considerably lower teacher wages prevail in this sector. Thirty-five states currently fund pre-K programs, with wide variety in how they are administrated and operated, how well teachers are paid, and the educational levels teachers are required to reach. More detailed information about pre-Kindergarten staffing patterns and compensation will be available from CCW in Summer, 2002.

*For more information about our reports, our survey instrument, or our technical assistance and research services, please contact the Center for the Child Care Workforce at 733 15th Street, N.W., Suite 1037, Washington, DC 20005-2112; telephone: 202-737-7700; fax: 202-737-0370.*

[3] R. Swartz and K.M. Weigert, Eds. *America's Working Poor: 1988-1999* (Notre Dame, IN: University of Notre Dame Press, 1995).

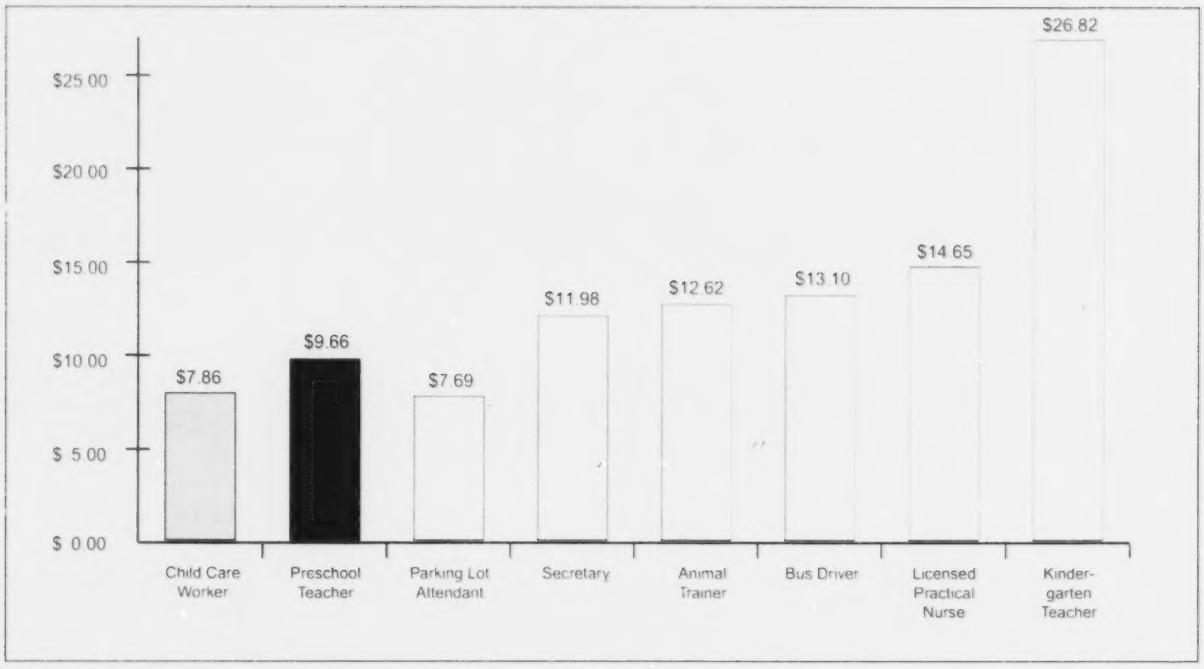
[4] See *Creating Better Child Care Jobs: Model Work Standards for Teaching Staff in Center-Based Child Care* (Center for the Child Care Workforce, 1998) and *Creating Better Family Child Care Jobs: Model Work Standards* (Center for the Child Care Workforce, 1999), which offer more detailed guidance about appropriate child care wages, benefits and job conditions, and how to estimate a self-sufficiency or living wage for one's community.

BEST COPY AVAILABLE

## Child Care Workforce Earnings in Perspective

### A Comparison of Mean Hourly Wages Between Child Care Jobs* and Other Occupations

Based on Bureau of Labor Statistics Data 2000
Compiled by the Center for the Child Care Workforce




*"**Child care workers**" and "**preschool teachers**" are job titles defined by the Bureau of Labor Statistics. For more information about occupational classifications, see page 2, paragraph 2 of this report.

The Bureau of Labor Statistics of the U.S. Department of Labor reports mean wages for over 700 occupations, as surveyed by the Occupational Employment Statistics (OES) program. According to the 2000 OES survey, only 18 occupations report having lower mean wages than child care workers. Those who earn higher wages than child care workers include service station attendants, tree trimmers, crossing guards, and bicycle repairers.

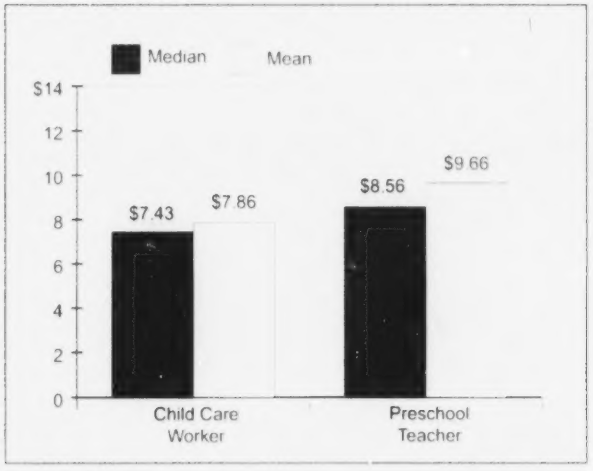
These data are based on the OES occupational title definitions, which were expanded in 1999 to include the job categories of management, business, computer, architecture, science, community/social service, legal, education, arts, health care, health care support, pro

tective service, food preparation, maintenance, personal care, sales, clerical, agriculture, construction, installation/repair, production, and transportation. Preschool teachers are included in the education, training, and library category and child care workers are included in the personal care and service category. Unfortunately, these job titles and categories create a misleading division of the child care workforce. Employees of before- and after-school programs may be included in the "child care worker" category, or in other categories such as "teacher aides," which also includes K-12 classroom assistants and aides.

Fewer than one percent of the education occupations, among which preschool teachers are classified, earn a mean wage of less than $10.00 per hour, whereas 78 percent of education workers earn a mean wage above $20.00 per hour. Child care workers are at the low end of the wage range for all occupations surveyed by the OES. They are included in the personal care and service category, one of the lowest-paid divisions, in which 58 percent of workers earn less than $10.00 per hour.

©2002 Center for the Child Care Workforce

## A Comparison of Mean and Median Hourly Wages of Child Care Teaching Staff




The most recent mean and median hourly wages for child care workers and preschool teachers as reported by the Bureau of Labor Statistics (2000) appear above. The *mean wage* is the average of all reported wages. In contrast, the *median wage* is the wage that lies at the midpoint of all the reported wages. For example, half of all wages earned by U.S. child care workers fall below the median of $7.43, and half are above. The mean hourly wage for all U.S. child care workers is $7.86.

Mean wages, which can be skewed upward by a few reports of high wages, tend to be somewhat higher than median wages. The median wage, which identifies the midpoint of the distribution of all wages, may be more typical of that earned by workers than reported averages.

©2002 Center for the Child Care Workforce

## Average Wages for Child Care Workers and Preschool Teachers

| State | Child Care Workers* | Preschool Teachers* | Additional Data Available (See key below) |
|---|---|---|---|
| Alabama | $ 7.10 | $ 7.01 | |
| Alaska | $ 8.51 | $11.20 | |
| Arizona | $ 7.12 | $ 9.34 | 1 |
| Arkansas | $ 6.35 | $ 8.31 | 1 |
| California | $ 9.06 | $11.19 | 1, 2 |
| Colorado | $ 7.76 | $ 9.47 | 1 |
| Connecticut | $ 9.59 | $11.10 | 1 |
| Delaware | $ 7.84 | $ 8.66 | |
| District of Columbia | $ 9.17 | $12.61 | 1, 2 |
| Florida | $ 7.07 | $ 9.33 | 1 |
| Georgia | $ 6.69 | $ 8.42 | |
| Hawaii | $ 7.18 | $ 9.99 | 1 |
| Idaho | $ 7.56 | $ 7.06 | 1 |
| Illinois | $ 8.19 | $ 9.69 | 1, 2 |
| Indiana | $ 7.34 | $ 8.19 | 1 |
| Iowa | $ 6.68 | $ 7.93 | 1 |
| Kansas | $ 7.22 | $ 9.40 | 1 |
| Kentucky | $ 7.27 | $ 8.84 | 1 |
| Louisiana | $ 6.25 | $ 8.99 | |
| Maine | $ 7.47 | $ 9.77 | 1 |
| Maryland | $ 8.51 | $11.00 | 1, 2 |
| Massachusetts | $10.12 | $10.49 | 1 |
| Michigan | $ 8.29 | $10.65 | 1 |
| Minnesota | $ 7.89 | $11.09 | 1 |
| Mississippi | $ 6.79 | $ 8.60 | 1 |
| Missouri | $ 7.58 | $ 9.22 | 1 |
| Montana | $ 6.74 | $ 8.20 | |

| State | Child Care Workers* | Preschool Teachers* | Additional Data Available (See key below) |
|---|---|---|---|
| Nebraska | $ 7.12 | $ 9.10 | 1 |
| Nevada | $ 7.62 | $ 8.26 | |
| New Hampshire | $ 8.29 | $ 8.93 | |
| New Jersey | $ 7.90 | $11.60 | 1 |
| New Mexico | $ 6.46 | $ 7.87 | 1, 2 |
| New York | $ 8.99 | $11.30 | 1 |
| North Carolina | $ 7.27 | $ 8.25 | 1, 2 |
| North Dakota | $ 7.26 | $ 7.82 | 1 |
| Ohio | $ 7.90 | $ 8.94 | 1 |
| Oklahoma | $ 6.52 | $ 8.55 | 1 |
| Oregon | $ 7.94 | $10.03 | |
| Pennsylvania | $ 7.76 | $ 9.32 | 1 |
| Rhode Island | $ 8.54 | $10.21 | |
| South Carolina | $ 6.76 | $ 8.88 | 1, 2 |
| South Dakota | $ 7.11 | $ 9.60 | |
| Tennessee | $ 7.07 | $ 7.36 | |
| Texas | $ 6.89 | $ 9.25 | 1 |
| Utah | $ 7.85 | $ 8.95 | |
| Vermont | $ 8.00 | $11.37 | 1, 2 |
| Virginia | $ 7.78 | $ 9.57 | |
| Washington | $ 8.41 | $10.00 | 1 |
| West Virginia | $ 6.88 | $ 8.72 | |
| Wisconsin | $ 7.45 | $ 9.20 | 1 |
| Wyoming | $ 7.01 | $ 7.57 | |

**"**Child care workers**" and "**preschool teachers**" are job titles defined by the Bureau of Labor Statistics. For more information about these occupational classifications, see page 2, paragraph 2 of this report.*

***Additional Data Available***

***1)** The Appendix contains summaries of statewide, regional or local data collected since 1999.*

***2)** Indicates that family child care data are available for this state, or for a metropolitan area located in the state, in the Appendix.*

*Source: Bureau of Labor Statistics, 2000 State Occupational Employment and Wage Data. 2001 BLS data are projected to be available in Spring, 2003.*

## A Guide to Interpreting the Data in the Appendix

The Appendix summarizes state, regional, and local data about the child care workforce collected since 1999 by the Center for the Child Care Workforce (CCW) and other researchers and organizations. Selected information describing child care workers' wages, health insurance, and turnover is reported here from a variety of research studies. The following information may be helpful in interpreting the data included in the Appendix.

In most studies summarized in the Appendix, the child care center wage, health insurance, and turnover data were collected in surveys completed by center directors. Family child care providers typically were surveyed directly to determine their net income and health insurance coverage.

### Wages

Teaching staff and directors' compensation is most often reported as average lowest wage and average highest wage. The average lowest wage represents the mean of the lowest wages offered in a state or community by a sample of child care centers for a specified position, such as "teacher" or "assistant". Similarly, the average highest wage represents the mean of the highest wages offered by a sample of centers for a specified position. When wage data in this form is not available, we report comparable data as much as possible, e.g., average annual salaries or wage ranges. Although family child care providers, as self employed workers, do not receive wages, some researchers calculate an average wage based on their net incomes and the hours providers work. Unless specified, reported family child care wages or annual salaries reflect providers' net income after expenses.

### Health Insurance

In general, we report the percentage of centers that offered health insurance to teachers and assistants. Health insurance when it is offered by child care centers to employees may be fully or partially paid. Fully paid health insurance indicates that health insurance is fully paid by the employer for the employee. Plans that extend fully paid health insurance for the employee to cover dependents in full or in part are also reported here as fully paid. Partially paid health insurance indicates that health insurance is partially paid by the employer for the employee and includes plans that extend this coverage of the employee to partially cover dependents. Partially paid health insurance implies that the employee is paying some, if not the majority, of premium costs. Unless specified, health insurance coverage describes benefits received by full time child care center staff.

For family child care providers, whenever possible, we report the source of their health insurance plan, whether it is purchased as an individual plan or it is received through a spouse's insurance plan.

### Turnover

Turnover rates reflect the annual percentage of staff departures by position. Most researchers calculate turnover by dividing the number of staff by position who left the center in a single year by the total number of staff employed in the center in that position.

The year cited in this summary is the year in which the data were collected, and not necessarily when the report was published. Additional information about the Appendix can also be found on pages 2 and 3 of this report.

## APPENDIX

# Current Compensation and Turnover Data From Selected States Collected in 1999 or Later*

**Compiled by the Center for the Child Care Workforce**

## Arizona

**Statewide, 2001**

| Position | Median Starting Hourly Wage | Median Highest Hourly Wage |
|---|---|---|
| Teacher | $ 7.00 | $ 9.78 |
| Assistant | $ 6.50 | $ 8.00 |
| Director | $11.50 | $15.45 |

Arizona Wage and Benefit Survey of Child Care/Early Childhood Education Center Based Personnel, prepared by the Maricopa County Office for Research and Reporting for the Governor's Division for Children, Phoenix, AZ.

## Arkansas

**Statewide, 1999**

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage |
|---|---|---|
| Teacher | $ 7.00 | $ 8.37 |
| Assistant | $ 5.71 | $ 6.72 |
| Director | $ 9.31 | $11.71 |

1999-2000 Statewide Licensed Child Care Facility Survey: Summary of Overall Results, prepared by Survey Business Research, Research Group, Institute for Economic Advancement, University of Arkansas at Little Rock for the Arkansas Department of Human Services, Division of Child Care and Education, Little Rock, AR.

*The year cited is the year in which the data were collected, and not necessarily when the report was published.

## California

### Alameda County, 2001

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $10.42 | $14.86 | 22% |
| Assistant | $ 8.31 | $10.17 | 29% |
| Director | $19.66 | $24.61 | |

Health: Fifty-seven percent of centers offered fully-paid health insurance to teachers, and fifty-one percent of centers offered fully-paid health insurance to assistants. Twenty-nine percent of centers offered partially-paid health insurance to teachers, and twenty-eight percent of centers offered partially-paid health insurance to assistants.

A Profile of the Alameda County Child Care Center Workforce: 1995–2001, prepared by the Center for the Child Care Workforce for the Alameda County Child Care Planning Council, Oakland, CA.

### Orange County, 2001

| Position | Average Starting Hourly Wage | Average Highest Hourly Wage | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $ 9.00 | $12.95 | 45% |
| Assistant | $ 7.00 | $ 9.00 | 25% |
| Director | $14.39 | $18.00 | |

Health: Seventy-four percent of centers offered health insurance to teachers, and sixty-four percent of centers offered health insurance to assistants. The report does not specify whether the insurance was fully- or partially-paid.

Early Care and Education Salary Survey, prepared by the Social Science Research Center, California State University for Orange County's United Way, Irvine CA.

### San Fernando, Santa Clarita, and Antelope Valley, 2001

| Position | Average Hourly Wage | Annual Turnover Rate |
|---|---|---|
| Teacher | $11.44 | 19% |
| Assistant | $ 7.92 | 38% |
| Director | $18.37 | |

| | Average Gross Hourly Income |
|---|---|
| Family Child Care Provider | $10.36 |

Health: Twenty-two percent of centers offered fully-paid health insurance to teachers, and thirty-nine percent of centers offered partially-paid health insurance to teachers. Seventy-four percent of family child care providers have health insurance, fifty-nine percent of whom are covered by a spouse's policy.

Child Care Center Compensation Report and the Family Child Care Compensation and Qualification Report, Child Care Resource Center, Northridge, CA.

## San Mateo County, 2001

| Position | Average Starting Hourly Wage | Average Highest Hourly Wage | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $12.58 | $18.00 | 30% |
| Assistant | $ 9.19 | $11.70 | 43% |
| Director | $19.62 | $24.79 | |

| | Average Annual Net Income* |
|---|---|
| Family Child Care Provider | $21,955 |

Health: Forty-seven percent of centers offered fully-paid health insurance to teachers, and forty-one percent of centers offered fully-paid health insurance to assistants. Thirty-six percent of centers offered partially-paid health insurance to teachers, and twenty-six percent of centers offered partially-paid health insurance to assistants. Thirteen percent of family child care providers do not have health insurance. Eighty-seven percent of family child care providers have health insurance.

**Family child care providers work an average of 61 hours per week.*

Preliminary results from the San Mateo County Child Care Center Salary, Benefits, and Working Conditions Survey and Family Child Care Income and Working Conditions Survey, prepared by the Center for the Child Care Workforce for the San Mateo County Office of Education, Redwood City, CA.

## El Dorado County, 2000

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage |
|---|---|---|
| Teacher | $ 8.65 | $12.21 |
| Assistant | $ 6.79 | $ 6.87 |
| Director | $21.88 | $22.80 |

| | Average Annual Net Income* |
|---|---|
| Family Child Care Provider | $7,374 |

Health: Thirty-eight percent of centers offered fully-paid health insurance to teachers, and seventeen percent of centers offered fully-paid health insurance to assistants. Twenty-one percent of family child care providers do not have health insurance. Seventy-nine percent of family child care providers have health insurance, thirty-nine percent of whom are covered by a spouse's policy.

**Family child care providers work an average of 53 hours per week.*

A Profile of the El Dorado County Child Care Workforce: Findings from the 2000 Survey of Child Care Centers and Family Child Care Homes, prepared by Silan Consulting for the Child Care Development and Planning Council of El Dorado County, Placerville, CA.

## Kern County, 2000

**PRIVATE NONPROFIT**

| Position | Median Highest Hourly Wage |
|---|---|
| Teacher | $ 8.00 |
| Assistant | $ 6.50 |
| Director | $12.51 |

Health: Thirty-one percent of centers offered fully-paid health insurance to teachers, and fifteen percent of centers offered fully-paid health insurance to assistants. Nineteen percent of centers offered partially-paid health insurance to teachers, and nine percent of centers offered partially-paid health insurance to assistants.

**PRIVATE FOR PROFIT**

| Position | Median Highest Hourly Wage |
|---|---|
| Teacher | $ 8.27 |
| Assistant | $ 6.25 |
| Director | $11.92 |

Health: None of the private for profit centers offered fully-paid health insurance to teachers or assistants, or partially-paid health insurance to teachers. Eight percent of centers offered partially-paid health insurance to assistants.

Kern County Child Care Center Survey, Community Connection for Child Care, Kern County Superintendent of Schools Office, Bakersfield, CA.

## Napa County, 2000

**NONPROFIT**

| Position | Average Starting Hourly Wage | Average Highest Hourly Wage |
|---|---|---|
| Teacher | $ 9.06 | $13.21 |
| Assistant | $ 7.42 | $ 9.06 |
| Director | $15.45 | $19.88 |

FOR PROFIT

| Position | Average Starting Hourly Wage | Average Highest Hourly Wage | Annual Turnover Rate* |
|---|---|---|---|
| Teacher | $ 8.33 | $11.91 | 22% |
| Assistant | $ 7.00 | $ 8.08 | 20% |
| Director | $16.63 | $20.00 | |

Health*: Thirty-nine percent of centers offered fully-paid health insurance to teachers, and forty-two percent of centers offered fully-paid health insurance to assistants. Thirty-five percent of centers offered partially-paid health insurance to teachers, and twenty-seven percent of centers offered partially-paid health insurance to assistants.

**Includes nonprofit and for profit centers.*

Napa County Child Care Center Salary and Working Conditions Survey. Napa County Child Care Planning Council, Napa, CA.

## Nevada County, 2000

| Position | Starting Hourly Wage Range |
|---|---|
| Teacher | $6.75–$13.00 |
| Assistant | $6.00–$9.00 |
| Director | $7.50–$20.00 |

| | Average Annual Net Income* |
|---|---|
| Family Child Care Provider | $10,000 |

Health: Thirty-three percent of centers offered fully-paid health insurance to teachers, and twenty percent of centers offered fully-paid health insurance to assistants. Twenty percent of centers offered partially-paid health insurance to teachers, and fifty-three percent of centers offered partially-paid health insurance to assistants. Twenty-four percent of family child care providers do not have health insurance. Seventy-six percent of family child care providers have health insurance, sixty-three percent of whom are covered by a spouse's policy.

**No hourly data provided. Hours may vary for annual salary.*

Quality Child Care Survey 2000: Findings from the 2000 Survey of Child Care Centers, Family Child Care Homes, and Exempt Providers. Child Care Coordinating Council of Nevada County, Grass Valley, CA.

### Santa Cruz County, 2000

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $ 9.06 | $11.38 | 30% |
| Assistant | $ 7.19 | $ 8.64 | 37% |
| Director | $13.32 | $17.04 | |

Health: Sixty-one percent of centers offered fully-paid health insurance to teachers, and forty percent of centers offered fully-paid health insurance to assistants. Seventeen percent of centers offered partially-paid health insurance to teachers, and nineteen percent of centers offered partially-paid health insurance to assistants.

A Profile of the Santa Cruz County Child Care Center Workforce, prepared by the Center for the Child Care Workforce for the Child Development Resource Center and Santa Cruz County Child Care Planning Council, Capitola, CA.

### Contra Costa County, 1999

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $ 8.80 | $12.98 | 25% |
| Assistant | $ 7.24 | $ 8.65 | 38% |
| Director | $14.57 | $18.21 | |

Health: Twenty-five percent of centers offered fully-paid health insurance to teachers, and nineteen percent of centers offered fully-paid health insurance to assistants. Forty-six percent of centers offered partially-paid health insurance to teachers, and forty-three percent of centers offered partially-paid health insurance to assistants.

A Profile of the Contra Costa County Child Care Workforce, prepared by the Center for the Child Care Workforce for the Contra Costa County Child Care Planning Council, Pleasant Hill, CA.

### Marin County, 1999

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $ 9.41 | $14.63 | 20% |
| Assistant | $ 7.71 | $ 9.62 | 37% |
| Director | $15.42 | $20.21 | |

Health: Thirty-nine percent of centers offered fully-paid health insurance to teachers, and thirty-four percent of centers offered fully-paid health insurance to assistants. Thirty-nine percent of centers offered partially-paid health insurance to teachers and assistants.

A Profile of the Marin County Child Care Workforce, prepared by the Center for the Child Care Workforce for the Marin County Child Care Commission, San Rafael, CA.

### San Francisco County, 1999

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $10.02 | $14.21 | 25% |
| Assistant | $ 7.78 | $ 9.37 | 17% |
| Director | $15.76 | $20.43 | |

Health: Sixty-eight percent of centers offered fully-paid health insurance to teachers, and sixty-four percent of centers offered fully-paid health insurance to assistants. Seventeen percent of centers offered partially-paid health insurance to teachers and assistants.

A Profile of the San Francisco Child Care Center Workforce, prepared by the Center for the Child Care Workforce for the San Francisco Early Childhood Professional Development Initiative and Career Resource Center, San Francisco, CA.

## Colorado

### Front Range, 2000

| Position | Average Lowest Wage | Average Highest Wage |
|---|---|---|
| Teacher | $ 7.37/hr. | $ 9.31/hr. |
| Assistant | $ 6.18/hr. | $ 7.22/hr. |
| Director | $22,880/yr.* | $29,640/yr.* |

### Metro Denver, 2000

| Position | Average Lowest Wage | Average Highest Wage |
|---|---|---|
| Teacher | $ 8.11/hr. | $10.99/hr. |
| Assistant | $ 6.79/hr. | $ 8.20/hr. |
| Director | $24,502/yr.* | $31,554/yr.* |

### Resort Areas, 2000

| Position | Average Lowest Wage | Average Highest Wage |
|---|---|---|
| Teacher | $ 7.90/hr. | $10.87/hr. |
| Assistant | $ 7.14/hr. | $10.87/hr. |
| Director | $21,736/yr.* | $36,130/yr.* |

### Rural Areas, 2000

| Position | Average Lowest Wage | Average Highest Wage |
|---|---|---|
| Teacher | $ 7.30/hr. | $ 8.80/hr. |
| Assistant | $ 6.03/hr. | $ 7.29/hr. |
| Director | $22,048/yr.* | $26,374/yr.* |

**No hourly data provided. Hours may vary for annual salary.*

Who is Watching our Kids: A Profile of the Colorado Child Care Workforce in the Year 2000, prepared by Custom Measure for the Colorado Office of Resource and Referral Agencies, Englewood, CO.

## Connecticut

**Statewide, 2000**

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $ 9.49 | $11.95 | 26% |
| Assistant | $ 7.53 | $ 8.93 | |
| Director | $17.29 | $20.09 | |

2000 Child Care Wage Survey. Connecticut Association for Human Services. Hartford, CT.

## District of Columbia

**Districtwide, 2000**

| Position | Average Starting Hourly Wage | Average Hourly Wage After Five Years |
|---|---|---|
| Teacher with BA | $11.76 | $15.92 |
| Teacher with CDA | $ 9.64 | $12.32 |
| Assistant | $ 8.38 | $10.36 |
| Director | $15.25 | $19.79 |

| | Average Gross Annual Enrollment Revenue* |
|---|---|
| Family Child Care Provider | $18,011 |

Health: Seventy-eight percent of family child care providers have health insurance.

**No hourly data provided. Hours may vary for annual salary.*

2000 District of Columbia Child Care Market Rates and Capacity Utilization: A Study of Family Home and Child Care Center Providers in the District of Columbia, prepared by Center for Applied Research and Urban Policy, University of the District of Columbia for the District of Columbia Department of Human Services, Office of Early Childhood Development, Washington, DC.

## Florida

**Pinellas County, 2001**

CENTERS

| Position | Average Wage |
|---|---|
| Teacher | $ 7.97/hr. |
| Assistant | $ 7.02/hr. |
| Director | $23,000/yr.* |

SCHOOL AGE

| Position | Average Wage |
|---|---|
| Teacher | $ 5.23/hr. |
| Assistant | $ 6.64/hr. |
| Director | $23,000/yr.* |

**No hourly data provided. Hours may vary for annual salary.*

Pinellas County Resource and Referral Provider Survey for Centers and School Age. Coordinated Child Care, Child Care Resource and Referral of Pinellas, Pinellas Park, FL.

## Hawaii

**Statewide, 2001**

| Position | Average Starting Hourly Wage | Average Highest Hourly Wage | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $10.38 | $13.53 | 25% |
| Assistant | $ 8.45 | $10.44 | 17% |
| Director | $13.58 | $15.70 | |

Health: Seventy-one percent of centers offered fully-paid health insurance to teachers and assistants. Twenty-nine percent of centers offered partially-paid health insurance to teachers and assistants.

Hawaii Early Childhood Workforce Study, prepared by the Good Beginnings Alliance and the Native Hawaiian Early Childhood Consortium, funded in part by the Henry and Dorothy Castle Memorial Fund, Honolulu, HI.

## Idaho

**Statewide, 2000**

| Position | Average Hourly Wage | Annual Turnover Rate |
|---|---|---|
| Teacher | $ 9.29 | 32% |
| Assistant | $ 6.04 | 48% |
| Director | $ 8.67 | |

Health: Twenty percent of centers offered health insurance to teachers. The report does not specify whether the insurance was fully- or partially-paid.

Early Care in Idaho: Are we Caring for the Caregivers? Summary Report on the Child Care Staff and Working Conditions Survey, Idaho Association for the Education of Young Children, Boise, ID.

## Illinois

### Statewide, 2001

| Position | Average Hourly Wage | Annual Turnover Rate |
|---|---|---|
| Teacher | $ 9.76 | 15% |
| Assistant | $ 7.79 | 24% |
| | | **Average Hourly Net Income*** |
| Family Child Care Provider | | $ 8.60 |

**Family child care providers work an average of 68 hours per week.*

Who's Caring for the Kids? The Status of the Early Childhood Workforce in Illinois, Center for Early Childhood Leadership and Illinois Network of Child Care Resource and Referral Agencies, Wheeling, IL.

### Alexander, Franklin, Gallatin, Hamilton, Hardin, Jackson, Johnson, Massac, Perry, Pope, Pulaski, Saline, Union, White, and Williamson Counties, 1999

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage |
|---|---|---|
| Teacher | $ 6.08 | $ 7.64 |
| Assistant | $ 5.49 | $ 6.43 |
| Director | $ 6.00 | $13.54 |

Health: Eighty-three percent of centers offered health insurance to teachers, and thirty-three percent of centers offered health insurance to assistants. The report does not specify whether the insurance was fully- or partially-paid.

### Champaign, Douglas, Iroquois, Macon, Piatt, and Vermilion Counties, 1999

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage |
|---|---|---|
| Teacher | $ 8.33 | $10.33 |
| Assistant | $ 6.34 | $ 7.00 |

Health: Fifty percent of centers offered health insurance to teachers and assistants. The report does not specify whether the insurance was fully- or partially-paid.

### Christian, Logan, Macoupin, Mason, Menard, Montgomery, Morgan, Sangamon, and Scott Counties, 1999

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage |
|---|---|---|
| Teacher | $ 7.06 | $ 7.75 |
| Assistant | $ 5.85 | $ 6.99 |
| Director | | $12.59 |

Health: Thirty-five percent of centers offered health insurance to teachers and assistants. The report does not specify whether the insurance was fully- or partially-paid.

### Cook County, 1999

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage |
|---|---|---|
| Teacher | $ 9.59 | $12.01 |
| Assistant | $ 7.41 | $ 8.50 |
| Director | $15.62 | $17.97 |

Health: Fifty-five percent of centers offered health insurance to teachers, and forty-five percent of centers offered health insurance to assistants. The report does not specify whether the insurance was fully- or partially-paid.

### DuPage and Kane Counties, 1999

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage |
|---|---|---|
| Teacher | $ 9.56 | $13.04 |
| Assistant | $ 7.30 | $ 8.29 |
| Director | $13.48 | $17.28 |

Health: Forty-three percent of centers offered health insurance to teachers, and thirty-one percent of centers offered health insurance to assistants. The report does not specify whether the insurance was fully- or partially-paid.

1999 Report on Illinois Child Care, prepared by the Laboratory for Community and Economic Development, University of Illinois at Urbana-Champaign for the Illinois Department of Human Services, Chicago, IL.

## Indiana

### Statewide, 2001

NON-HEAD START

| Position | Average Hourly Wage | Annual Turnover Rate |
|---|---|---|
| Teacher | $17.63 | 5% |
| Assistant | $ 7.09 | 15% |
| Director | $18.77 | |

HEAD START

| Position | Average Hourly Wage | Annual Turnover Rate |
|---|---|---|
| Teacher | $11.89 | 22% |
| Assistant | $ 7.45 | 25% |
| Director | $22.79 | |

Indiana Head Start and Human Services Wage Comparability Survey, Indiana Head Start Partnership Project, U.S. Department of Health and Human Services, Indianapolis, IN.

**Southern Indiana*, 2000**

| Position | Average Hourly Wage |
|---|---|
| Teacher | $ 7.03 |
| Assistant | $ 6.35 |
| Director | $11.16 |

| | Annual Turnover Rate |
|---|---|
| All Teaching Staff | 25% |

**Includes Clark, Floyd, and Harrison counties.*

Survey of Wages, Benefits and Professional Development of Early Childhood Professionals. Community Coordinated Child Care, Inc., Louisville, KY

## Iowa

**Statewide, 2000**

| Position | Average Starting Hourly Wage | Average Peak Hourly Wage | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $ 7.00 | $ 9.00 | 29% |
| Assistant | $ 6.00 | $ 7.00 | 35% |

Health: Sixty-one percent of centers offered health insurance to teachers, and fifty percent of centers offered health insurance to assistants. The report does not specify whether the coverage was fully- or partially-paid.

How Much Do You Know About the People Caring for Young Children in Iowa? prepared by CD-DIAL ISU Extension and the Department of Human Development and Family Studies at Iowa State University for the Iowa Early Care and Education Professional Development Project, Des Moines, IA.

## Kansas

**Greater Kansas City Area*, 2001**

| Position | Average Starting Hourly Wage | Average Highest Hourly Wage |
|---|---|---|
| Teacher | $ 7.93 | $ 9.72 |
| Assistant | $ 7.01 | $ 7.88 |
| Director | $13.76 | $14.64 |

Health: Fifty-two percent of centers offered health insurance to teachers, and forty-six percent of centers offered health insurance to assistants. The report does not specify whether the insurance was fully- or partially-paid.

**Includes Johnson, Leavenworth and Wyandotte Counties in Kansas and Cass, Clay, Jackson, Platte and Ray Counties in Missouri.*

Early Education 2002 Status Report for the Greater Kansas City Area, Mid-American Regional Council, Metropolitan Council on Child Care, Kansas City, MO.

## Kentucky

### Jefferson County, 2000

| Position | Average Hourly Wage |
|---|---|
| Teacher | $ 7.63 |
| Assistant | $ 6.70 |
| Director | $12.05 |

| | Annual Turnover Rate |
|---|---|
| All Teaching Staff | 27% |

### Lincoln Trail*, 2000

| Position | Average Hourly Wage |
|---|---|
| Teacher | $ 6.50 |
| Assistant | $ 5.51 |
| Director | $ 9.25 |

| | Annual Turnover Rate |
|---|---|
| All Teaching Staff | 29% |

### Salt River*, 2000

| Position | Average Hourly Wage |
|---|---|
| Teacher | $ 6.61 |
| Assistant | $ 5.84 |
| Director | $ 9.22 |

| | Annual Turnover Rate |
|---|---|
| All Teaching Staff | 28% |

**Lincoln Trail includes Breckinridge, Grayson, Meade, Washington, Larue, Marion, Nelson and Hardin counties, and Salt River includes Bulitt, Henry, Oldham, Shelby, Spencer, Jefferson, and Trimble counties.*

Survey of Wages, Benefits, and Professional Development of Early Childhood Professionals, Community Coordinated Child Care, Inc., Louisville, KY.

## Maine

### Statewide, 2000

| Position | Average Hourly Wage | Annual Turnover Rate |
|---|---|---|
| Teacher | $ 8.32 | 20% |
| Assistant | $ 7.37 | |
| Director | $11.48 | |

Maine Roads to Quality Baseline Survey, Maine Roads to Quality, Portland, ME.

### Nonprofits, 1999

| Position | Average Hourly Wage |
|---|---|
| Teacher | $10.39 |

1999 Report on Wages & Benefits in Maine's Nonprofit Organizations: A Report of Employee Compensation in 501(c)(3) Organizations, Nonprofits First Employers Coalition, Maine Association of Nonprofits, Portland, ME.

## Maryland

### Statewide, 2000

| Position | Average Annual Salary* |
|---|---|
| Teacher | $16,957 |
| Assistant | $11,688 |
| Director | $26,571 |
| Family Child Care Provider | $18,503 |

**No hourly data provided. Hours may vary for annual salary.*

Child Care Demographics Maryland Report, Maryland Committee for Children, Baltimore, MD.

## Massachusetts

### Statewide, 2000

CENTERS

| Position | Starting Hourly Wage Range* | Median Highest Hourly Wage |
|---|---|---|
| Teacher | $8.50–$10.50 | $11.00 |
| Assistant | $7.00–$8.00 | $ 8.25 |
| Director | $13.50–$17.00 | $16.50 |

Health: Fourteen percent of centers offered fully-paid health insurance to teachers, and ten percent of centers offered fully-paid health insurance to assistants. Seventy percent of centers offered partially-paid health insurance to teachers, and seventy-one percent of centers offered partially-paid health insurance to assistants.

SCHOOL-AGE

| Position | Starting Hourly Wage Range* | Median Highest Hourly Wage |
|---|---|---|
| Teacher | $8.00–$10.00 | $10.00 |
| Assistant | $6.50–$8.00 | $ 7.50 |
| Director | $12.00–$16.00 | $16.00 |

Health: Twenty-three percent of centers offered fully-paid health insurance to teachers, and ten percent of centers offered fully-paid health insurance to assistants. Sixty-nine percent of centers offered partially-paid health insurance to teachers, and sixty-six percent of centers offered partially-paid health insurance to assistants.

**Boston, 2000**

| Position | Median Highest Hourly Wage |
|---|---|
| Teacher | $11.48 |
| Assistant | $ 8.73 |
| Director | $17.78 |

**Cape Cod & Southeast Massachusetts, 2000**

| Position | Median Highest Hourly Wage |
|---|---|
| Teacher | $10.00 |
| Assistant | $ 7.50 |
| Director | $15.00 |

**Central Massachusetts, 2000**

| Position | Median Highest Hourly Wage |
|---|---|
| Teacher | $10.16 |
| Assistant | $ 8.00 |
| Director | $15.00 |

**Northeast Massachusetts, 2000**

| Position | Median Highest Hourly Wage |
|---|---|
| Teacher | $11.50 |
| Assistant | $ 8.50 |
| Director | $16.80 |

**Western Massachusetts, 2000**

| Position | Median Highest Hourly Wage |
|---|---|
| Teacher | $ 9.50 |
| Assistant | $ 7.50 |
| Director | $15.00 |

**Directors reported the range of starting salaries offered at their centers for each position. The ranges reported here consist of the medians of each end of the ranges given.*

Massachusetts Child Care Center and School Age Program Salary & Benefits Report, prepared by TEC Associates and the Massachusetts Child Care Resource and Referral Network for the Massachusetts Office of Child Care Services, Boston, MA.

## Michigan

**Michigan School Readiness Program, 2001**

| Position | Average Annual Salary | Average Annual Hours Worked |
|---|---|---|
| Teacher | $30,249 | 1,190 |
| Assistant | $11,525 | 1,105 |

Health: Eighty-two percent of programs offered health insurance to teachers, and fifty-five percent of programs offered health insurance to assistants. The report does not specify whether the insurance was fully- or partially-paid.

Michigan School Readiness Program 2000-2001 Compensation Data: Preliminary Report, Michigan Department of Education, prepared by the High/Scope Educational Research Foundation, Ypsilanti, MI.

## Minnesota

**Statewide, 2000**

CENTERS

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $ 9.39 | $11.51 | 23% |
| Assistant | $ 7.70 | $ 8.81 | 32% |
| Director | $11.60 | $14.73 | |

SCHOOL-AGE

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $ 9.24 | $11.06 | 19% |
| Assistant | $ 7.75 | $ 9.13 | 31% |
| Director | $12.28 | $14.31 | |

**HEAD START**

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $10.14 | $14.10 | 13% |
| Assistant | $ 8.00 | $ 9.89 | 15% |
| Director | $15.72 | $20.60 | |

Health*: Twenty-three percent of centers offered fully-paid health insurance to teachers, and seventeen percent of centers offered fully-paid health insurance to assistants. Sixty-nine percent of centers offered partially-paid health insurance to teachers, and sixty-six percent of centers offered partially-paid health insurance to assistants.

**Health includes centers and school age programs.*

Staff Recruitment and Retention in Early Childhood Care and Education and School-Age Care, prepared by the Wilder Research Center for the Minnesota Department of Children, Families, and Learning, Saint Paul, MN.

## Mississippi

**Statewide, 1999**

| Position | Average Annual Salary* |
|---|---|
| Teacher | $15,704 |
| Assistant | $11,095 |
| Director | $16,978 |

**No hourly data provided. Hours may vary for annual salary.*

1999 Survey of Licensed Child Care Center Providers in the State of Mississippi, Mississippi Department of Human Services, Office of Children and Youth, Jackson, MS.

## Missouri

**Greater Kansas City Area*, 2001**

| Position | Average Starting Hourly Wage | Average Highest Hourly Wage |
|---|---|---|
| Teacher | $ 7.93 | $ 9.72 |
| Assistant | $ 7.01 | $ 7.88 |
| Director | $13.76 | $14.63 |

Health: Fifty-two percent of centers offered health insurance to teachers, and forty-six percent of centers offered health insurance to assistants. The report does not specify whether the insurance was fully- or partially-paid.

**Includes Johnson, Leavenworth and Wyandotte Counties in Kansas and Cass, Clay, Jackson, Platte and Ray Counties in Missouri.*

Early Education 2002 Status Report for the Greater Kansas City Area, Mid-American Regional Council, Metropolitan Council on Child Care, Kansas City, MO.

## Nebraska

**Omaha Area*, 2000**

| Position | Average Wage |
|---|---|
| Teacher | $ 7.45/hr. |
| Assistant | $ 6.96/hr. |
| Director | $25,545/yr.** |

**Includes Douglas and Sarpy Counties.*

***No hourly data provided. Hours may vary for annual salary.*

Omaha Education Quality Improvement Project (EQUIP). Greater Omaha Chamber of Commerce. Omaha, NE.

## New Jersey

**Morris County, 2000**

| Position | Average Lowest Hourly Wage | Average Hourly Wage |
|---|---|---|
| Teacher with BA | $ 9.97 | $12.03 |
| Teacher with CDA | $ 9.21 | $11.38 |
| Assistant | $ 7.17 | $ 8.17 |
| Director | $15.79 | $21.41 |

2000 Salary Survey. Morris County Child Care Directors' Association. Madison, NJ.

## New Mexico

**Bernalillo, Dona Ana, Eddy, McKinley, Rio Arriba and San Miguel Counties, 2001**

**NON-HEAD START**

| Position | Average Wage | Annual Turnover Rate |
|---|---|---|
| Teacher | $ 7.56/hr. | 21% |
| Assistant | $ 6.82/hr. | 50% |
| Director | $25,100/yr.* | |

| | Weekly Net Income* |
|---|---|
| Family Child Care Provider | $250.42 |

Health: Twenty-seven percent of centers offered fully-paid health insurance to teachers, and twenty-one percent of centers offered fully-paid health insurance to assistants. Twenty-one percent of centers offered partially-paid health insurance to teachers, and seven percent of centers offered partially-paid health insurance to assistants.

HEAD START

| Position | Average Wage | Annual Turnover Rate |
|---|---|---|
| Teacher | $10.50/hr. | 8% |
| Assistant | $ 8.64/hr. | 8% |
| Director | $28,686/yr.* | |

Health: None of the Head Start centers offered fully-paid health insurance to teachers or assistants. Eighty-six percent of centers offered partially-paid health insurance to teachers, and eighty-three percent of centers offered partially-paid health insurance to assistants.

**No hourly data provided. Hours may vary for annual salary.*
***Family child care providers work an average of 56 hours per week.*

Child Care Compensation Report prepared by Julie Urban with assistance from the Center for Family and Community Partnerships, University of New Mexico for the Child Care Bureau, New Mexico Department of Children, Youth, and Families, Santa Fe, NM.

## New York

### Broome County, 1999

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage |
|---|---|---|
| Teacher | $ 8.08 | $10.29 |
| Assistant | $ 5.85 | $ 6.43 |

Wage and Comparability Survey, Broome County Child Development Council, Inc., Binghamton, NY.

## North Carolina

### Statewide, 2001

| Position | Median Starting Hourly Wage | Median Highest Hourly Wage | Annual Turnover Rate |
|---|---|---|---|
| Teacher, All Centers | $ 6.50 | $ 8.00 | 31% |
| Teacher, Nonprofit | $ 8.00 | $ 9.80 | 23% |
| Teacher, For Profit | $ 6.50 | $ 8.00 | 38% |
| Teacher, Faith-based | $ 6.50 | $ 8.16 | 24% |

North Carolina Child Care Workforce 2001, Child Care Services Association, Chapel Hill, NC.

### Durham County, 2000

| Position | Median Hourly Wage | No Health Insurance | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $ 8.00 | 27% | 34% |
| Director | $12.74 | | |
| Family Child Care Provider | $ 6.30 | 38% | |

**Lincoln and Gaston Counties, 2000**

| Position | Median Hourly Wage | No Health Insurance | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $ 6.59 | 31% | 41% |
| Director | $11.54 | | |
| Family Child Care Provider | $ 5.53 | | |

**Nash and Edgecombe Counties, 2000**

| Position | Median Hourly Wage | No Health Insurance | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $ 6.00 | 41% | 42% |
| Director | $ 8.75 | | |
| Family Child Care Provider | $ 4.08 | 38% | |

**Guilford County, 1999**

| Position | Median Hourly Wage | No Health Insurance | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $ 6.50 | 31% | 38% |
| Director | $11.52 | | |
| Family Child Care Provider | $ 5.87 | 26% | |

Working in Child Care. Day Care Services Association, Chapel Hill, NC.

## North Dakota

**Head Start, 2000**

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage |
|---|---|---|
| Teacher with BA | $11.56 | $16.55 |
| Teacher with AA | $ 9.44 | $14.03 |
| Teacher with CDA | $10.20 | $14.20 |
| Assistant | $ 7.04 | $10.15 |
| Director | $16.09 | $22.09 |

Wage and Salary Comparison Among Head Start/Early Head Start Programs 2000. North Dakota Head Start State Collaboration Office, Bismark, ND.

## Ohio

**Head Start, 2000**

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage |
|---|---|---|
| Teacher | $ 9.10 | $14.09 |
| Assistant | $ 7.18 | $10.22 |
| Director | $18.69 | $26.47 |

2000 Wage, Salary, and Benefits Survey. Ohio Head Start Association, Inc., Dayton, OH.

## Oklahoma

**Statewide, 2001**

| Position | Average Starting Hourly Wage Range | Average Hourly Wage | Annual Turnover Rate |
|---|---|---|---|
| Teacher | $5.63–$6.65 | $7.41 | 51% |

Health: Twenty-seven percent of centers offered health insurance to teachers. The report does not specify whether the insurance was fully- or partially-paid.

2001 Child Care Rate Study, prepared by the Center for Economic and Management Research, University of Oklahoma for the Oklahoma Department of Human Services, Office of Child Care, Oklahoma City, OK.

## Pennsylvania

**Allegheny, Bucks, Chester, Delaware, Montgomery, Philadelphia, and York Counties, 2001**

| Position | Average Wage | Annual Turnover Rate |
|---|---|---|
| Teacher | $ 9.30/hr. | 25% |
| Assistant | $ 7.27/hr. | 34% |
| Director | $27,082/yr.* | |

Health: Twenty percent of centers offered fully-paid health insurance to teachers, and eighteen percent of centers offered fully-paid health insurance to assistants. Thirty-four percent of centers offered partially-paid health insurance to teachers, and thirty-three percent of centers offered partially-paid health insurance to assistants.

**No hourly data provided. Hours may vary for annual salary.*

Low Child Care Wages and High Turnover Shortchange Pennsylvania Children, prepared by the Keystone Research Center for the Pennsylvania Gateways Partnerships in Allegheny County, Southeast Pennsylvania, and York County, Harrisburg, PA.

## South Carolina

**Statewide, 2000**

| Position | Hourly Wage |
|---|---|
| Teacher | 83% below $8.00, 13% above $8.00* |
| Assistant | 88% below $8.00, 7% above $8.00* |
| Director | 53% below $10.00, 23% $10.01–$14.00, 12% above $14.00* |
| | **Gross Weekly Earnings**** |
| Family Child Care Provider | 72% below $400, 17% above $400* |

**Missing data reported for remainder of sample.*
***No hourly data provided. Hours may vary for weekly salary.*

South Carolina Child Care: Survey of the Workforce 2000. South Carolina Department of Health and Human Services, Institute on Family and Neighborhood Life, Clemson, SC.

## Texas

**Dallas, Tarrant, Travis, and Hidalgo Counties, 1999**

| Position | Average Hourly Wage |
|---|---|
| Teacher | $ 7.16 |
| Assistant | $ 6.00 |
| Director | $13.16 |

Child Care Salary Survey. Dallas Association for the Education of Young Children, Dallas, TX.

## Vermont

**Statewide, 2000**

| Position | Average Lowest Hourly Wage | Average Highest Hourly Wage |
|---|---|---|
| Teacher | $ 7.21 | $ 8.56 |
| Director | $ 9.92 | $11.69 |
| | **Annual Net Income*** | |
| Family Child Care Provider | 55% below $10,000, 31% $10,000–$19,999, 14% above $20,000 | |

**Family child care providers work an average of 60 hours per week.*

Health: Eighty-seven percent of family child care providers have health insurance, fourteen percent of whom are covered by a spouse's policy.

Vermont Child Care: A Study of Wages, Credentials, Benefits and Market Rates, July 2000, prepared by Mills & Pardee, Inc. for Child Care Services Division, Department of Social and Rehabilitation Services, Agency of Human Services, State of Vermont, Waterbury, VT.

## Washington

### Statewide, 2000

| Position | Average Wage |
|---|---|
| Teacher | $ 8.66/hr. |
| Assistant | $ 7.33/hr. |
| Director | $2,041/mo.* |

**No hourly data provided. Hours may vary for monthly salary.*

Licensed Care in Washington State: 2000, Research and Data Analysis Division, Department of Social and Health Services, Olympia, WA.

### Puget Sound Head Start, 1999

| Position | Average Hourly Wage |
|---|---|
| Teacher | $11.73 |
| Assistant | $ 8.54 |

Puget Sound Educational Service District Head Start Salary Schedule, Seattle, WA.

## Wisconsin

### Statewide, 2001

| Position | Average Starting Hourly Wage |
|---|---|
| Teacher | $ 7.44 |
| Assistant | $ 6.63 |
| | **Annual Turnover Rate** |
| All Teaching Staff | 41% |

Health: Sixty-eight percent of centers offered health insurance to teaching staff. The report does not specify whether the insurance was fully- or partially-paid.

Losing Ground or Keeping Up? A Report on the Wisconsin Early Care and Education Workforce, 2001, prepared by the Wisconsin Child Care Research Partnership for the Wisconsin Early Childhood Association, Madison, WI.

### Dane County, 2000

| Position | Average Hourly Wage |
|---|---|
| Teacher | $ 8.74 |
| Assistant | $ 7.47 |
| Director | $13.62 |

### Madison, 2000

| Position | Average Hourly Wage |
|---|---|
| Teacher | $ 9.08 |
| Assistant | $ 7.57 |
| Director | $14.85 |

2000 Child Care Wage Report, Community Coordinated Child Care, Madison, WI.

## Acknowledgments

Report prepared by Kassin Laverty, Kathy Siepak, Alice Burton, Marcy Whitebook and Dan Bellm for the Center for the Child Care Workforce.

Design and composition by Archetype Typography, Berkeley, CA.



© 2002



Center for the Child Care Workforce
733 15th Street, N.W., Suite 1037
Washington, DC 20005-2112
Tel (202) 737-7700
Fax (202) 737-0370
www.ccw.org



**The Center For the Child Care Workforce** would like to thank the Foundation for Child Development, the David and Lucile Packard Foundation, and Teaching Strategies, Inc., for making this resource possible.

**Center for the Child Care Workforce**
**733 15th Street, N.W., Suite 1037**
**Washington, D.C. 20005-2112**
**Tel (202) 737-7700**
**Fax (202) 737-0370**
**e-mail ccw@ccw.org**
**internet http://www.ccw.org**